

CANADIAN

Welfare

March 1

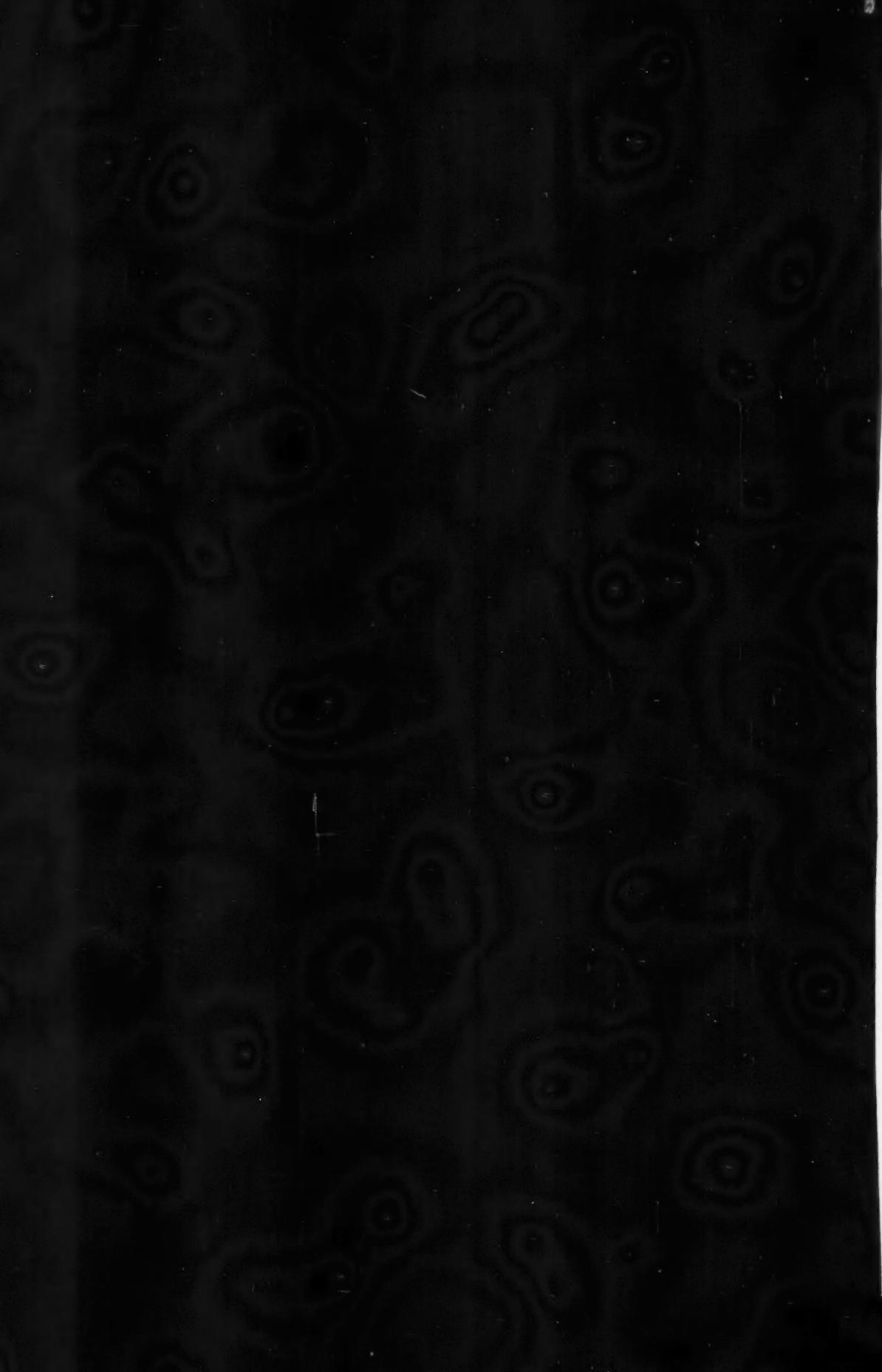
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Toronto Takes A Step Forward

THE Toronto Welfare Council won a victory for social work throughout Canada, when its long, persistent efforts toward the establishment of better relief standards culminated at 4:30 a.m. on the morning of January 26th with the decision of the Toronto City Council to adopt the principles of the now justly famous Tisdall-Willard-Bell Report as the basis of its relief food schedules in future. Fuller details of the history of this effort, and of the valuable contributions made by a number of individuals and groups to its success are recounted elsewhere in this issue in an article by Miss Marjorie Bell. Miss Bell is co-author of the report which has for the first time in the history of Canada set a rational standard of "minimum health and decency" as the basis upon which the food requirements of relief recipients shall be assessed in Canada's largest English-speaking city.

There are a number of significant points that may be noted about this important achievement in the improvement of social standards. First of all, it has been achieved in the year 1943,—thirteen years after the onset of the depression,—full decade after the degrading spectacle of mass relief reached its greatest proportions in our country. In February 1933, persons on relief in Canada numbered 1,500,000: to-day they do not exceed in all 50,000 to 75,000,—of which Toronto itself contributes almost 10%. The relief problem in all of Canada to-day is less than it was in Toronto alone in 1933. The victory then, the achievement of a decent scientific basis for the setting of relief food standards, comes too late to be of help to the vast majority of Canadians who stood in the relief lines during 1930's,—who were expected month after month, year after year, to live on meagre food issues picked at random out of the air,—13 cents a day—\$1.39 a week—and other equally ridiculous and haphazard figures. Truly "the mills of the Gods grind slowly".

But lest anyone be led by the above comments to conclude that the acceptance by the Toronto City Council of the principles laid down in the Tisdall-Willard-Bell Report and championed so effectively by the Toronto Welfare Council under the leadership of Mrs. Kaspar Fraser and Miss Bessie Touzel is but another instance of social work's "locking the door when the horse has been stolen", let him reflect on this. The struggle for the abolition of poverty and peacetime unemployment in Canada is not yet over. No guarantees exist as yet that we will not see again long lines of people at the doors of our relief offices. Heaven forbid that this should happen a second time.

Current efforts in the direction of post-war planning of full employment and the social insurances indicate the determination of the Canadian people that this spectacle shall not again degrade and blight the life of hundreds of thousands of our people. The institution of unemployment insurance is itself one important short-term factor in holding back a second tidal wave of depression unemployment in Canada. Let us all hope that our efforts along these lines may be so effective as to make further relief an almost unknown quantity in our country. But let us also see that other Canadian communities, other Canadian provinces follow the lead now set in Toronto, and establish decent minimum relief standards for the future so that Canada's forgotten families of the depression years may have reason to remember that the social agencies won on their behalf, in the years of war, a victory on the social front that will carry over into the years of peace. The leadership that the Toronto Welfare Council has given in this undramatic field amid the excitement of the war years will stand to its lasting credit in the long years of peace that lie ahead.

A Goal Achieved In Food Allowances

THE recommendations of the Tisdall-Williard-Bell report on food relief allowances which have been the subject of continuous discussion since their presentation in November 1941 were finally passed by the Toronto City Council at 4.30 a.m. on January 26, 1943. It was said that while aiming to provide good digestion for some, the report had also caused indigestion for many. Most of the credit for this truly epoch making event should go to the Welfare Council of Toronto and the Women's Electors Association, as success was undoubtedly due to the statesmanlike campaign directed by these groups during the preceding eighteen months. However, it is also true that at least ten years of effort by various agencies played an important part in preparing the way for success.

A review of the steps which led to the achievement that a Canadian city adopted a scientific basis for food relief and made this decision regardless of Provincial or Federal assistance may be useful to others undertaking campaigns with a similar purpose in view.

As in all Canadian cities, the health and social workers of Toronto were well aware that the food relief allowances were inadequate both from the point of view of meeting any scientific nutritional standard and of providing satisfying meals for families. The Ontario Relief Allowances were based on the Campbell Report which was submitted in July of 1932. This report, which was compiled by a committee of business men at the request of the Ontario Government, was designed to "meet the needs of the present emergency". It considered finance only and made no pretence of being founded on nutritional needs. The amounts of money which the Campbell report provided for various sized families were soon found to be quite inadequate and increases up to 25% were authorized. Even then, those skilled in planning, purchasing and cooking could not stretch it to buy meals which were nutritionally adequate or satisfied hunger. The fact that no consideration was given to the ages of the children made the situation worse for some families than for others. It can be easily understood that a fifteen year old boy and one of five years do not require the same amounts of food.

In the field of nutrition, Miss Marjorie Bell, Director of the Visiting Homemakers Association, Toronto, has made an outstanding contribution in research and is known throughout the Dominion as a leader in nutrition teaching.

MARJORIE BELL

The first attempt to deal with the food relief question on a scientific basis was made in 1933 by the Ontario Medical Association in response to a request re-

ceived at its annual convention to appoint a committee to study the subject. A widely representative committee which included members of the staff of the Household Science Department of the University of Toronto and others with training in nutrition and experience in the community, as well as members of the medical profession who were specialists in all the various fields particularly associated with nutrition, was set up. Dr. F. F. Tisdall served as chairman of the committee. All available scientific data were considered and a standard drawn up. Food lists were prepared to meet this standard and families secured to co-operate by testing their practicability. The work involved in the calculations and the supervision of the testing was carried out by the nutritionists of the Red Cross and Visiting Homemakers Association who were members of the committee. Various changes in amounts were made in the light of the statements received from the families. The report of the Ontario Medical Association was printed in pamphlet form and circulated to every physician in Ontario as well as to other interested bodies. The report was used extensively by private agencies for compiling food orders for families in their care and in approaches to the city council which were influential in getting slight monetary advances but it was never adopted as a whole. It has formed the basis upon which all subsequent reports have been drawn up.

This Ontario Medical Association report was first revised by the staff of the Visiting Homemakers Association when the food lists were brought into accord with advances in nutritional knowledge so that they could be used for the booklet "The Cost of Living" published in the spring of 1939 by the Welfare Council of Toronto. Immediately on the outbreak of war the Canadian Medical Association realized that good nutrition would be one of the most important factors in the war, and appointed a small committee to prepare material which would place the essential facts before the Canadian people. Every detail of the subject was reviewed and opinions sought from authorities all over the continent. After many months of work the booklet "Food for Health" was published and had an enormous circulation. Again the food lists which it contained were a revision of the 1933 lists of the Ontario Medical Association.

Early in the summer of 1941 the Women's Electors Association in co-operation with the Welfare Council of Toronto approached the newly appointed Public Welfare Committee of the City Council asking that they consider the question of the adequacy or inadequacy of the Toronto food relief allowances. Two members of Welfare Council Committees, Dr. Alice Willard and Miss Marjorie Bell, made a study of existing allowances in relation to a standard which had just been adopted for the United States at a conference called by President Roosevelt.

This comparison showed that, for the money available, even though the best methods of purchasing and cooking were used, a satisfactory diet could not be obtained. All presentations made to the committee on Public Welfare were on an objective factual basis. Great interest was shown in every detail of the subject and attention paid to all the various factors which had to be considered in setting up dietary allowances. Those associated with the presentation realized that the years of study they had given to the subject were necessary and put to effective use in meeting the barrage of questions to which they were subjected. The experience was interesting, stimulating and pleasant. An immediate increase of 20% in some sections of the voucher was accomplished and a committee composed of Dr. F. F. Tisdall, Dr. Alice Willard and Miss Marjorie Bell was appointed to present a report as to desirable allowances.

It was decided that even though the three members of the committee had been associated with the preparation of the earlier reports a complete review and recalculation would again be made. It was also decided that every detail of the bases on which conclusions were made would be submitted. The report could then be studied, criticized and made use of for other situations and the time spent in its preparation made of value beyond Toronto. Similar reports which were available the commit-

tee found they could not use because they did not explain the background of their preparation nor the authority for their statements. The Mayor paid the committee the courtesy of having the entire report printed exactly as submitted. The immediate result was that it was made use of and distributed to food administrators even so far away as England. There it was carefully studied and, as might be expected in that thorough country, a typographical error was discovered which had been missed by everyone else.

The general principle of the report was that in so far as available scientific data should be used but it was recognized that there were as yet many deficiencies in the accuracy of food analyses and other factors, for which allowances must be made and that equal value should be given to the practicability of the lists for purchasing and to their ability to be incorporated in satisfactory meals.

When presented the report was discussed at considerable length by the Welfare Committee of the City Council, the Board of Control and the City Council. In February the Mayor called a conference of interested citizens to gain an estimate of public opinion regarding its adoption. There was no question but that the majority in both public and private bodies were in favour of the implementing of the report, but a general upheaval was caused by drastic threats emanating from the Provincial Government as to forthcoming cuts in the

relief grants and criticism of the proposed action of Toronto. In March the Board of Control appointed a Citizens Advisory Committee with members representing the Board of Trade, the Welfare Council, Property Owners Association, the Toronto District Labour Council, the Women's Electors Association and the Housewives Association. This committee was requested to consider several matters connected with welfare. Its report was brought in on May 20th. It advised the adoption of the Tisdall-Willard-Bell report. A minority report filed by Mr. McMillin of the Property Owners Association opposed the adoption.

All through 1942 controversy rose and fell, amusing as well as serious episodes occurred, but in

spite of the obvious wish of the majority of the citizens no action was taken to put the full allowances of the report into effect. As soon as the results of the January elections were available those interested felt confident that the much disputed Tisdall-Willard-Bell report was sure of adoption and the meeting of January 26 confirmed the accuracy of their conclusion.

The final motion contains provision for continued study of allowances to bring them into harmony with changing conditions. A special study of single unattached persons was authorized.

One can point with satisfaction to a real step forward in public welfare.

THE Visiting Housekeeping Department of the Hamilton branch of the Canadian Red Cross is expanding to meet the ever growing need for the service in that busy industrial city. Mrs. John Proctor is the Chairman of the committee, and its supervisor is Miss Winnifred Stevens, formerly on the staff of St. Faith's Lodge, Toronto. Personnel of this group has increased from four to eight housekeepers, with the possibility of other additions in the near future.

Recently a special training course was completed and invitations were extended to nearby centres with the result that housekeepers attended from Brantford, St. Catharines, Kingston and London. It is expected that a similar course will be organized for additional members of the service at a later date.

In the course given the following subjects were among those dealt with:—Visiting housekeeper aims, nutrition, food preparation, household management, parent education, relationship with social agencies. The courses were given by experts in the various fields and were much appreciated by those participating.

IT is essential to remember that each man has his own view of his life, and must be free to fulfill it; that in many ways he is a far better judge of it than we, as he has lived through and felt what we have only seen. Our work is rather to bring him to the point of considering, and to the spirit of judging rightly, than to consider or judge for him—Octavia Hill, 1838-1912.

Child Health In Wartime

THE twenty years spanning this war and the last were the most progressive in the advancement and application of knowledge for the protection of Child Health.

Progress was rapid from 1918 to 1929. Infant death rates fell with spectacular regularity and diphtheria, in cities where immunization was widespread, was practically wiped out. Measures for the control of tuberculosis advanced steadily in many provinces, with a corresponding decrease in the death rate, and legislation for the control of syphilis with greatly improved facilities for its treatment was a post-war program sponsored by the Dominion Department of Pensions and National Health. The scientific knowledge of nutrition accumulated during these years, and some measures for the protection of the mental and emotional life of the child were being included in most health services. Health departments expanded their work in infant, pre-school and school child health care, and proved that pure milk and a safe water supply could be supplied for all communities who were willing to pay the price. We thought public health was on the crest of the wave, but was the public really interested?

When the depression came, what happened. In a country that could not consume the food it produced we slowly starved thousands of children for ten years. Thirteen

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cents per child per day was the amount considered sufficient to feed our future Canadian citizens in the City of Montreal in 1932. Housing conditions, never adequate, were allowed to go from bad to worse in a country that had the material and the labour. Sufficient sanatoria beds for the care of tuberculosis were not provided, and the tendency was to curtail rather than to expand measures known and proved for the protection of the health of children. The invariable reason given was that there was no money.

Health authorities warned and protested, but during these years the so-called index statistics of the public health, contrary to our expectations, went down rather than up. The infant death rate, generally first to respond to any adverse conditions, declined in Montreal from 191.5 in 1918 to 77.4 in 1938. Pure milk, pure water, increased knowledge of infant feeding, improved maternity services, and, possibly greatest of all, the increased interest of parents in the care of the health of their own children were the factors responsible.

The protective measures of the pre-depression years, already in practice by health authorities, controlled the spectacular results for a time. The results of semi-starva-

tion and bad housing, while slow, are sure.

When war came, reports of health conditions of far too many young Canadians, both men and women, applying for military service, were such as to make a country like Canada think. Money for war had to be available or we as a nation would perish.

Great Britain, on the firing line, seems to be showing greater concern for the protection of child health than we are in Canada. Britain's pre-war program seemed more readily adapted to war conditions than Canada's. Communal feeding in schools and nursery schools for the pre-school child had been accepted as part of the educational system. These could be expanded with the needs of war. The widespread provision of child health centres was so well developed that even an evacuated mother and her child were rarely more than six miles from expert advice. The importance Britain has attached to the teaching of parent-craft is so great that even in the midst of all his war problems the Minister of Health spent a day in July and a day in November in 1942 discussing with professional workers the best method of teaching future parents in England the care of infants and children.

What is the picture in Canada? Some individuals are concerned; health departments and voluntary agencies are doing their utmost, but we have no uniform national health policy. Constitutionally, health is the concern of the in-

dividual provinces. Nevertheless, it has been readily proved that with the continuous movement of vast numbers of our population under war conditions disease does not respect the provincial boundaries set up by the British North America Act. It is also true that there are no constitutional barriers against national interest.

In a recently published article by Doctor J. J. Heagerty, Director of Health Services for the Department of Pensions and National Health, we are given a clear, analytical statement of the state of health of the people in Canada in 1941. Some of the statistical results following one year of war are as follows: The marriage rate increased, as might be expected in war. The birth rate was also up from 21.5 in 1940 to 23.3 in 1941. (Quebec had the highest rate—26.8). Infant deaths increased by nearly 1,500, from 13,783 to 15,197. Diphtheria increased in both cases and deaths; tuberculosis deaths increased from 50.9 to 53.1. Deaths from syphilis were almost double from 487 in 1940, a rate of 4.3, to 914 in 1941, a rate of 8.0. This increase in deaths from syphilis, Doctor Heagerty states, was partially due to an improved classification of causes of death. Reports from England note that in that country the incidence of syphilis has also increased by 50% for civilians during the war years, and if the infections of the military population are included, by 70%.

The factors responsible for this not very promising picture are at

present partially a question of surmise. The increase in the infant death rate was disheartening, and, if continued, would have a devastating effect on the future of Canada. This increase might be attributed to an increase in illegitimacy, hasty war marriages, poor housing, the condition of health of the parents and their ignorance of home-making and child care.

Every health and social worker will bear witness that under depression conditions home life in Canada for thousands of our families declined to a mere struggle for existence. We could not hope to escape from the physical and emotional results. The minor attempt that had been made by official and voluntary organizations to educate future parents for their job was one of the first things to go overboard in most organizations as a non-essential. Lives of babies may be the price we are now paying.

The increase in diphtheria, an absolutely preventable disease, can be attributed to lack of interest in immunization in many sections of our country and the movement of unprotected individuals from protected to non-protected areas.

The increase in tuberculosis is due first to our failure to provide sufficient sanatoria beds for infected cases; to the fear of the infected person of a diagnosis of tuberculosis, the result of lack of education on the value of early treatment and care; also as in the case of the bread-winner, the lack of financial protection for the

family. The appalling congestion, brought about by inadequate housing, and young people ill-prepared in health for the strain of heavy war industry, is increasing the incidence of this disease, while the treatment by enforced rest of the unemployment years gave us a false sense of security.

The conditions in a country at war have always led to an increase in the spread of venereal diseases. Syphilis, even after our experience in the last war, and the extension of treatment facilities, has, until the last year or so, been a "hush-hush" disease. The word was not used by the press or on the radio. We have left our young men and women to learn by bitter experience the disastrous effect of this condition.

The lack of acceptance of the need for nursery schools as part of our educational system has also brought adverse results. This is a measure which is necessary to protect the physical and emotional life of pre-school children, many of whom cannot develop normally under our modern living conditions of small apartment dwellings, streets teeming with traffic and no place to play, inside or out. One adverse result is the difficulty we are experiencing in the establishment of our wartime day nursery program. War industry needs women workers. Women have accepted wartime industrial work, but neither the individual industries themselves nor the mothers concerned realize as they did in England the necessity of an ade-

quate program to care for the children concerned.

What can be done? The country-wide interest in nutrition sponsored by the Dominion, Provincial and Civic Governments, is awakening the public to the need for a change in our national food habits. It may be doubted whether the general public, under the same conditions, would tolerate the starvation ration of ten years ago. Provinces and cities, as well as the military services, are conducting programs of education for the control of venereal disease. Many health and social workers hope that wartime day nurseries or nursery schools, now being established for the care of children whose mothers are in industry, will carry over into peacetime for health promotion.

Nursery schools should be recognized as an educational necessity for the so-called pre-school child. Nevertheless, as a nation we are still far from realizing what must be done. We have the knowledge which is useless unless it is applied and there are many things that we can still sacrifice to win the war before we include the protection of children.

We are fighting this war for the protection of the future . . . a future which will depend on our children. Reconstruction will need the optimum measure of their mental and physical health. As a nation Canada must now realize that measures for this protection are the concern not only of official agencies, but also of every citizen of the Dominion.

SCHOOL LUNCHES IN WARTIME ENGLAND

Extract from Wartime Nutrition Bulletin No. 23 (Jan. 1943)

<i>June</i> 1940	<i>February</i> 1941	<i>May</i> 1941	<i>October</i> 1941	<i>December</i> 1941	<i>February</i> 1942	<i>May</i> 1942	<i>October</i> 1942
2.4	3.9	4.6	6.2	8.1	10.3	11.5	16.6

It is clear that there has been continuous growth. But the fact remains that by the autumn of 1942 we still have some 85 per cent of the children unprovided with meals, even if their parents had desired them to be provided.

Cette synthèse sur l'assurance-chômage présentée par un travailleur social versé en la matière intéressera vivement nos lecteurs.

L'Assurance-Chômage au Canada

L'ASSURANCE-CHÔMAGE, c'est un "racket"; "l'assurance-chômage, c'est un stratagème que le gouvernement a imaginé dans le but de prélever des fonds pour financer la guerre."

Voilà des propos que des malins ont tenu et tiendront sûrement encore. Ils ne se sont pas rendu compte que, dans le domaine social, le Canada était très en retard et que des pays de minime importance l'avaient dépassé.

L'origine de l'assurance-chômage

L'assurance-chômage, si elle est une nouveauté pour les Canadiens, n'en est pas une pour les Européens. Le Danemark l'a instituée en 1907, la Belgique, terre fertile en expériences sociales, l'a adoptée en 1908; puis en 1911, ce fut le tour de la Grande-Bretagne. L'Australie fut le premier pays du Commonwealth des nations britanniques à y adhérer en 1923; puis la Nouvelle-Zélande en 1930 et l'Afrique-Sud en 1937.

Au Canada

Au Canada, on en parlait bien depuis 1919. La Commission Royale des Relations Industrielles avait recommandé la création d'une assurance sociale d'Etat; la Commission des Assurances Sociales de Québec, dite "Commission Montpetit" était revenue sur le même sujet en 1932-33; à son tour, en 1936, la Commission Na-

AIMÉ DERASPE, LL.L.

tionale de Placement arriva aux mêmes conclusions. Cependant, des difficultés constitutionnelles empêchèrent le Parlement de voter la loi désirée. La Commission Rowell-Sirois (1937-1940) recommanda la création d'un organisme d'assurance-chômage qui fonctionnerait sur une base nationale.

Tour à tour, les provinces donnèrent leur assentiment et le Parlement britannique fut appelé à enlever les obstacles constitutionnels qui empêchaient la mise en vigueur de la loi. Présentée le 16 juillet 1940 à la Chambre des Communes, elle fut sanctionnée le 7 août de la même année.

Le 1er juillet 1941, l'organisme de la Commission d'Assurance-chômage commençait à fonctionner à travers le pays tout entier.

Trois commissaires entrèrent alors en fonctions: un commissaire-en-chef désigné par le Gouvernement, et les deux autres par les employeurs et les employés. Grâce aux expériences des autres pays qui ont préalablement établi l'assurance-chômage, il a été possible de doter le Canada d'un système qui, bien que perfectible, donne déjà des résultats intéressants et probants.

Buts de l'assurance-chômage

La Commission réalise un double but: 1° grâce aux contributions

d'employeurs et d'employés, elle accumule un fonds de réserve qui sert à payer des indemnités aux personnes qui tombent involontairement en chômage; ce fonds a déjà atteint \$101,000,000 en dix-neuf mois; 2° par ses bureaux de placement installés d'un bout à l'autre du pays, elle pourvoit de main-d'oeuvre experte tous les employeurs qui en recherchent. Dans ses bureaux de placement, les candidats sont interviewés sur leurs antécédents et leur expérience. L'employeur a donc la certitude de trouver là ce qu'il désire.

Placement

Dans les sections de placement, il faut un personnel qui possède une expérience approfondie de toutes les diverses activités humaines. Un machiniste à la recherche d'un emploi subira l'interrogatoire d'un machiniste; un menuisier racontera son histoire à un expert en problèmes de construction, etc. L'un et l'autre ne pourront donc que s'entendre parfaitement. Cependant, l'interviewer aura bien soin de ne pas faire de distinctions entre l'employé qui aura déjà été assuré et celui qui ne l'a jamais été. Tous deux ont droit aux mêmes égards et à la même déférence. Ce qui compte avant tout, c'est la compétence que recherche l'employeur.

Réclamations

A la suite de l'interview, si l'on n'a pas en portefeuille un emploi qui puisse convenir à l'impétrant, il se peut que, moyennant certaines conditions, il ait droit de présenter

une demande de prestations. Il devra:

1° avoir payé des contributions durant trente semaines ou plus au cours des deux années précédentes; 2° prouver qu'il est sans-travail; 3° être capable et libre de travailler; 4° se tenir prêt à suivre un cours de formation professionnelle si on l'exige.

Signalons ici que la loi contient des dispositions fort sages. Elle prévoit certains cas où, malgré la réalisation des quatre conditions énumérées, il ne sera pas payé d'indemnités au sans-travail. Citons, par exemple, les cas suivants: 1° l'employé a quitté volontairement son emploi; 2° il s'est rendu coupable d'inconduite grave; 3° il a refusé d'accepter un emploi qui lui convenait; 4° il a participé à un différend ouvrier, etc. Ces exemples démontrent le souci du législateur qui voulait, par là, fermer la porte aux fraudes et aux malversations.

Sage mesure aussi, celle qui prévoit que l'assuré ne recevra des indemnités que durant un certain nombre de jours, i.e. le cinquième du nombre de jours pendant lesquels il aura contribué. Nous n'entrerons pas ici dans des détails qui ne siéraient pas au cadre de cet article. Disons, toutefois, que cette limitation des indemnités prouve que le législateur n'a pas voulu créer une prime à la paresse et au désœuvrement, mais une aide secourable en attendant le moment où l'assuré pourra se trouver un nouvel emploi.

Qui est assuré?

De deux millions et demie à trois millions de salariés canadiens sont maintenant assurés. L'on s'étonnera peut-être qu'un grand nombre n'obtiennent pas la protection de l'assurance: c'est qu'ils occupent des emplois pour lesquels le contrôle de l'assurance serait difficilement efficace: citons les travaux forestiers, les travaux agricoles, les emplois dépendant de la navigation, les emplois hospitaliers, pour ne citer que ceux-là.

D'autre part, tous ceux qui occupent un emploi que la loi définit comme assurable sont tenus de verser des contributions, mais ils n'y sont plus tenus lorsque leur salaire habituel dépasse le maximum de \$2000 par année.

Les indemnités d'assurance varient d'après la classe des contributions qu'a versées l'employé. Elles seront, chaque semaine, de trente-quatre fois sa contribution hebdomadaire, s'il est célibataire et de quarante fois cette contribution, s'il a des charges de famille. Dans tous les cas, aucune contribution n'est supérieure à \$12.24 pour le célibataire et à \$14.40 pour celui qui a des charges de famille. Ici, nous regrettons de ne pouvoir abonder dans le sens du législateur. A notre avis, l'écart entre les indemnités versées au célibataire et celles qui sont versées à l'homme marié n'est pas assez considérable.

Suggestions et souhaits

Nous voulons parler ici tout spécialement du cas de la province de Québec; la famille y est nombreuse. Il est vrai que l'ouvrier ne

peut s'attendre à recevoir un salaire complet durant qu'il est sans-travail, mais n'y aurait-il pas lieu d'accorder une indemnité un peu plus généreuse à celui qui est à la tête d'une grande famille? La loi est exposée à perdre son caractère franchement social quand elle ne tient pas compte d'un élément aussi important que celui-ci.

Assurément, "Paris ne s'est pas fait en un jour". Nombre de pays ont tâtonné longtemps avant de trouver la véritable formule. Au Canada, où le pays est si vaste et la production si diversifiée, il faut tenir compte de nombre de conditions qu'on ne saurait étudier à fond dans l'espace de quelques années. L'on ne saurait non plus appliquer de toutes pièces, dans un pays, une loi qui a été faite pour un autre; en ce domaine, il n'existe pas d'articles d'importation.

Souhaitons donc: 1° que l'on tienne compte davantage du groupe ethnique canadien-français dans la fixation des échelles d'indemnités; le fardeau pèse davantage sur les épaules de celui qui élève une famille;

2° que l'on répartisse de façon plus rationnelle les divers bureaux généraux de la Commission à travers le pays. Jusqu'à maintenant, la province de Québec ne possède qu'un seul de ces bureaux sis dans la cité de Montréal; durant ce temps, la province d'Ontario en compte trois pour l'exécution du même travail. La forte population de la province de Québec et sa dissémination sur un territoire très étendu demande une décentralisa-

tion qui se traduirait par des résultats plus efficaces et plus rapides.

3° que l'on explique davantage au public le fonctionnement du mécanisme de la Commission. Employeurs et employés semblent souvent manquer d'informations pratiques quant à ce qui concerne leurs droits et leurs devoirs.

Conclusions

La Commission d'Assurance-chômage n'est pas un "racket" comme on s'est complu à le dire en certains milieux. Elle n'est qu'un nouveau chainon à l'organisme de bien-être social que l'on a commencé à créer au Canada avec l'avènement des pensions aux vieillards et aux aveugles.

Il ne faudrait pas qu'on s'arrêtât en si bonne voie. Il faut créer aussi l'assurance-maladie, les allocations aux familles nombreuses, etc.

Créons au plus tôt, au Canada, un plan d'entraide sociale, non pas le plan Beveridge tout court. Les besoins de la Grande-Bretagne ne sont pas ceux du Canada. Adaptions, de grâce, et ne copions pas. Tenons compte des Canadiens-français; ils ont droit à des égards qu'on leur a mesurés jusqu'ici avec parcimonie. Ils apportent pourtant à l'effort de guerre actuel une contribution que l'avenir nous montrera comme plus que digne d'éloges.

The Changing Scene in Britain

IF THE first requirement of a good speaker is that he should have something to say, then Arthur Creech Jones, British Labour M.P., who visited Ottawa recently, qualifies with four stars. As Parliamentary Private Secretary to the Honourable Ernest Bevin, and having a number of other important connections, Mr. Jones had a lot on his mind and shared his views with pleasing directness. The highlights of his two Ottawa addresses, heard by several social workers, were believed to be of interest to the larger circle of *WELFARE* readers.

England has no COMMITTEES AND Minister of COMMISSIONS Post-War Reconstruction. The best brains of

the country are busy prosecuting the war, but they also make time to serve on innumerable committees and commissions and are hammering out policies for application now and after the war is ended, though there is no clear dividing line between the two periods. It is realized that England cannot jump out of war into the New Jerusalem!

The work of one of these committees is, of course, the Beveridge Report, the full recommendations of which Mr. Jones expects will be accepted. The Conservative Party is vying with the Labour Party as to which shall support the proposed measures in loudest voice, and the latter will, naturally, press for the implementation of the full

Report. Insurance companies may offer some resistance but British public opinion, constantly moving toward the Left, is in no mood to brook opposition. England developed its New Deal thirty years ago, and there is certainly nothing revolutionary in the Beveridge Report. It is an important document but it is neither revolutionary nor a complete blueprint for the future. It simply recommends how to fill the gaps in the already existing social services, and shows how and where coverage should be extended to protect the now unprotected classes of the population.

SOCIALIZATION PROCEEDS To a considerable degree the whole economic structure of the country has been changed. The balance of production has been altered and England is now producing, for instance, 15% more foodstuffs and has brought six million acres into arable cultivation. The State purchases all foodstuffs, sets prices, arranges storage and distribution. Land has been brought under social control; also transportation, and most important Finance. "We have made Finance the servant of industry and industry the servant of the people."

Approximately \$600 million are being spent yearly by the Government to subsidize food prices and make possible the operation of the British restaurants where food can be bought at low cost. There are extensive feeding facilities for school children — providing hot meals, milk and other nourishing

foods. An almost miraculous effect on the health of children has been the result of the establishment of war nurseries.

EDUCATION There will be introduced into Parliament shortly a bill calling for the complete overhauling of the educational system. This bill would make the compulsory school leaving age sixteen, with continuation schools up to eighteen years. It will make possible a secondary school education for every child capable of benefitting by it, and the roads to the universities will be broadened. What will become of Eton, Harrow and other great public schools? That is a question about which there is a lot of prejudice on both sides and it will have to be worked out.

MUNICIPAL FINANCE One of the post-war problems will be that of rebuilding the blitzed cities. They cannot rebuild themselves because their resources have been destroyed. The whole subject of municipal government and finance will have to be overhauled and town-planning on a national scale, from national funds may be one of the results of the war.

BRITISH LABOUR MOVEMENT VIRILE To working men, the war has meant the end of an epoch, an epoch in which social justice has been denied them. There is a passionate desire that this war shall usher in a period in which all people may live secure from fear of poverty and disease. Everywhere conferences on recon-

struction are being organized by the Labour Party, which is actively applying its mind to the question of world security, to a collective system of peace. Formerly they trusted to leaders but after "being smitten in 1931" Labour no longer trusts entirely to leaders. Right through the movement, from top to bottom, there is general education, and while less dramatic in appearance, this gives much greater strength.

Trained British trade unionists are being sent to all parts of the British Commonwealth of Nations to help develop the thinking and action of labour groups in those countries.

CO-OPERATION
EFFECTIVE

Of the seven members of England's War Cabinet, Labour is represented by three,— Ernest Bevin, Herbert Morrison and Clement Attlee, Deputy Prime Minister. The transformation of industry to make possible complete war production has closed down tens of thousands of businesses, and has cut away the prerogatives of Management, while from the workers has been taken for the

duration not only the right to strike but many other rights. All this surrender on both sides has been carried out with amazing goodwill, understanding and with full endorsement of the trade unions. Joint management-labour production committees have played a most effective part in bringing war plants up to their greatest efficiency. And the British have made welfare work, both inside and outside the factory, basic, which has been a considerable factor in maintaining morale. There is a better spirit in industry and human needs are being looked after. The trade unions have co-operated with Government and have played an important part in the development of good standards with regard to hours and wages. An important rehabilitation program in industry is being developed whereby those injured receive the most expert care which medical science can provide *at no cost to the worker*. It is the responsibility of the State to see that he is cured, re-trained if that is necessary, and followed up so that he is again able to take employment. E.G.

WHAT ABOUT CANADA?

As Sir William Beveridge himself has said, the (Beveridge) plan will translate the words "social security" in the Atlantic Charter into deeds in British Society. That is a hint of the future in Britain. The British do things in a quiet, undramatic, evolutionary way. It looks as though after the war that country will be, with the possible exception of Russia, the most interesting laboratory for progressive social experiments and achievements amongst all the great nations in the contemporary world.

—The Right Honourable Malcolm MacDonald, High Commissioner for the United Kingdom in Canada, in an address before the Chicago Institute on Foreign Relations.

Schools of Social Work Meet in Detroit

January 28th-30th, 1943

THE conference of the American Association of Schools of Social Work was truly a workshop in which representatives of the member schools and of major national agencies laboured diligently over questions of staff shortages, priorities, recruitment, curriculum planning and other pressing problems related to social welfare and the war effort. It was noted that scarcity of well-prepared social workers is not new in Canada nor in the United States, but the problem of recruitment is greatly intensified at this time when the manpower situation places all professional fields, the armed forces and industry in competition for available recruits. Social agencies have been forced to employ untrained staff and to consider, with other professions, how to protect the adequacy of service by examining carefully the content of the job delegated to the non-professional person. Schools are beset by requests for graduates and by pressures to gear production to volume rather than quality.

The dearth of qualified personnel is particularly serious when mobility of population and the

Miss Taylor is Instructor in Social Case Work at the Montreal School of Social Work. She has had a distinguished career in American social work in the rural and urban field in both public and private agencies and has done outstanding work. For several years Miss Taylor was on the staffs of the Universities of Missouri and Nebraska.

ALICE L. TAYLOR

stresses of war upon individuals, families and communities have increased demands on the established agencies and created need to extend social welfare services to industry, the armed forces, housing projects, new communities and expanding governmental units. The gravity of the problem is indicated by some figures from United States sources and while Canada's problem may be smaller in volume, it is recognized that the personnel situation is no less acute in relation to agency needs.* During the decade 1930-40 there was an 80 per cent increase in the number of social workers employed in the United States and between 1940-42 three war-connected agencies estimated the creation of 5,000 new positions with a probable continued expansion of 400 per month for several months. National private agencies had need of 400 workers for replacements, while the United States Children's Bureau currently reported 163 vacancies among 900 positions in Child Welfare Services throughout the country. Most vacancies were in the \$1500 to \$2700 salary range, which is higher than the corres-

*American Association of Schools of Social Work, Preliminary Report, Professional Education for Social Welfare Services in Wartime, prepared by Arleen Johnson, December 31, 1942. This was used as a basis for discussion in the three-day meeting.

ponding Canadian scale for this intermediate group. These figures do not take into account potential demands anticipated for new social insurance programs, rehabilitation of the war injured or post-war reconstruction. In the face of these shortages the enrollment in all schools of social work declined 13 per cent in the last year (43 per cent among men students), and in spite of an increased number of schools established during the past decade, there has been a gradual decrease in total enrollment since 1934-35.[†] The loss is primarily among recent college graduates.

The British have indicated recognition that health and welfare are closely related to national productivity but social work is somewhat at a disadvantage in recruiting on this continent, both financially and psychologically, as the field has not been fully* recognized as an essential occupation. Salaries are not commensurate with the amount of special preparation required for any degree of competence, namely one to two years

[†]Although the establishment of new schools has not increased enrollmentes, other values in geographic distribution of centres for professional education should not be overlooked. A school shares with the agencies the task of maintaining and raising professional standards and should provide leadership and stimulation in the local community and outlying region.

*For purposes of Selective Service the War Manpower Commission of the United States has declared in *Occupational Bulletin No. 44* (December 25, 1942) that "health and welfare services is an actively essential to the support of the war effort" and includes "institutional care; auxiliary civilian welfare services to the armed forces; welfare services to our war workers and their families." The only "critical" social work position listed however is that of "field director" if certified by the armed services as actively engaged in civilian welfare work to armed forces or serving with task forces.

beyond university graduation, the professional nature of the work is not well understood, and the fact that there is no legal certification or licensing of social workers makes a satisfactory definition of the "qualified" worker difficult. In England the importance of trained personnel for welfare services in factories has lead the Ministry of Labour and National Service to grant scholarships covering fees and maintenance for trainees to take special courses at four universities. Government recognition and support of social work here, similar to that given medicine and engineering, would make it possible for young persons to obtain the necessary preparation and also they would feel that this was a direct contribution to the war effort. William Haber, Chief of the Planning Division of the War Manpower Commission of the United States, presented graphically the fundamental issues of the manpower problem, the need for careful consideration of what are the "essential" services, and the challenge of efficient utilization of all personnel. He stressed that professions must be cut to an irreducible minimum and must develop skills as quickly as possible, but that the real danger lay in "not allocating out the core of undergraduates for all professions", a measure desperately needed since this loss could not be retrieved if it is a long war.

As individual and social problems multiply and become more complex in war time, greater

knowledge and skill is required for effective treatment. A new and larger clientele, a general cross-section of our population, is requesting information, personal counselling, day-care for children and other forms of service rather than relief. Many of the jobs, especially in the new services, require well-prepared, mature workers and with the mobility of military and civilian population short-contact services have become the run-of-the-mill in case work and group work, demanding the highest degree of skill, a sureness of touch and a minimum waste through trial and error methods. Need for adaptation of skills and new combinations of skills was noted again and again; for example, in housing projects, group work and management skills were considered essential to secure full use of tenant initiative and community resources, while knowledge of administration and community organization are most important in current social planning and for post-war reconstruction. More and more frequently the social worker is one of a team of specialists—at the induction centre, in camps and military hospitals or in rehabilitation programs working with physician, psychiatrist, psychologist and educator. A person responsible for placement of social workers in government bureaus believed that the profession had been stigmatized often by untrained and ill-prepared workers, therefore agencies should agree not to "hoard" competent workers and qualified prac-

titioners should be more willing to go into pioneer situations requiring ability to adapt knowledge and skills, to see the broader aspects of programs and to carve out a productive place in an "unorthodox" setting.

Trends in social welfare practice logically affect developments in professional education for social work with respect to curriculum building and acceleration of programs. Services related to mass welfare and the larger social situation are becoming increasingly important at the same time that individual needs and services are no less significant. The former was noted in relation to mass recreation in industry, need for co-ordination of existing resources and social planning in new and rapidly expanding communities, extension of the social insurances and development of public housing. The generic basis of case work knowledge and skills in all areas of personal counselling and individual service was apparent as well as need for increasing emphasis on principles and methods of administration, management, community organization and group work, and for stressing the importance of economics and government in welfare planning. All but ten of the forty-two schools of social work have accelerated their program to year-round plans. This was considered sound in spite of some loss of sequential values, providing faculties and students were not over-loaded and the hazards of work-study programs and in-

creased field work avoided. Agencies are striving to meet the dearth of prepared workers by scholarships, work-study fellowships, educational leaves, loans, part-time study while on the job and in-service training. The United States Children's Bureau is considering an apprenticeship plan for college graduates which would include a probationary orientation period immediately upon graduation with a nine-month leave for professional study for those showing potentialities. Discriminating selection by schools continues to be of paramount importance for it is recognized that the needs of the field can be met only partially and therefore those with preparation must provide leadership for the future.

There was considerable discussion of undergraduate and graduate education for social work and the Association assumed a positive approach to the problem. It is acknowledged that there is need to define more clearly the standards for pre-professional preparation, to encourage a closer relationship between undergraduate study and social work education at the graduate level as a continuous process, and to offer more guidance and consultation to colleges and universities in this important area of responsibility. As colleges are accelerating also it complicates the situation further and raises the question of the age at which a young student may safely be re-

commended for the difficult field of human relations.

In perspective several challenges to schools, agencies and professional associations on this continent seemed to emerge. Government recognition and support must be secured and vigorous recruiting continued if social work is to assume adequately the heavy tasks the war has laid upon it. But first the profession should come to some decision regarding definition of qualification of needs and priorities of workers and services within the field.* Curricula must be kept flexible and in tune with changing times without sacrifice of fundamentals. Sound use should be made of the resources of the professional schools in order to prepare competent practitioners as quickly as possible, leaving to the agencies and councils the major task of in-service training and preparation of volunteers. The inter-relationships of qualification and accreditation in the professional associations, civil service entrance, job classifications and the requirements of the one and two year curriculum in schools of social work should be given early consideration in relation to the possibility of legal certification or licensing of social workers as a clear-cut basis for answering the question, "Who is a qualified social worker?"

*This is underway in the present work of a special committee, Canada in the War and Post-War Period, of The Canadian Association of Social Workers.

The War and Case Work

WE HAVE sown and we are now reaping the whirlwind. For over a decade social agencies and social workers have been trying to interpret to Government bodies and to the public in general the fact that the skills developed through training and experience in the social work field would be most valuable if applied in those public areas where national service related to people. It was hoped that qualified personnel would be used in the administration of various aspects of public welfare, relief, mothers' allowances, etc., and it is true that there was some slight infiltration into this field in some areas of the country. It was not until the full impact of the war began to be felt that the community as a whole turned to the profession of social work to provide leadership and staff in many of the services erected to meet the new war needs, and the demands here have been far in excess of anything conceived in peace time.

From the Department of Pensions and National Health, from the various Boards concerned with the eligibility or maintenance of dependents of men in the Services, from National Selective Service, Unemployment Insurance and employment divisions, from Workmen's Compensation, national housing schemes, organization of voluntary services, social security research, and, last but not least, from numerous departments of the

Armed Services, has come the call for persons whose basic training in schools of social work has been complemented by some years of experience in the practical field,—experience in meeting problems of human behaviour and assisting in the organization of community resources.

For the most part it is the private agencies that have felt the full force of this drain upon their personnel, and they have risen to the challenge in a most magnificent manner. It is not easy for the president of a family agency to see a number of his most steady and experienced workers being drawn away to do pioneer work in some of these new Services which sometimes, on the surface at least, seem pretty far removed from the case work field. Nor is it easy for those municipal and provincial bodies which had employed qualified staff to recognize the superior need of the federal departments or one of the Services. Nonetheless, many of the leaders of our well established agencies have realized that this is an opportunity which cannot be missed, that social work is at the crossroads, and that on its acceptance and ability to face this challenge will rest its future development. The fact that this call for personnel came at a time when there was a marked stepping up in the loads on already over-burdened agencies has not made the adjustment any easier. The war has not brought specifically "new" pro-

blems,— it is rather that the old and well-known have become intensified, that a war psychology has caused them to stand out in a new light and to strike in new and different places. Bad housing, poor nutrition and homemaking, moral delinquency, marital conflict, child neglect, juvenile behaviour problems, and feeble-mindedness are an old story to the case worker in any field, but they all become more complex and of greater concern in the community when viewed in a war setting. Extra effort is needed to cope with these complicated situations — sharpened tools and a continuing spirit of steadiness and stability on the part of staffs.

Above all is the necessity for holding fast to the strengths that are to be found in family life. Partings, voluntary or enforced, strained nerves and new and enticing temptations all do their part in its disruption, and social work must place new and constant emphasis on keeping alive and strong the basic concept of the family as the foundation of our democratic life.

With the depletion of agency staffs and the intensification of the burdens being carried by those left, what is happening to our case work and procedure? Do we feel with rather a sense of panic that our hard-won standards are disappearing in the fog of too few workers and too much work? Are we still trying to do everything according to pre-war standards and admittedly doing it badly?

Are we consciously or unconsciously kicking against the pricks and fighting to preserve the status quo at all costs? Sometimes it is good for us to do as Mary Richmond so often advised,—“Close our eyes and think”, and then maybe in that process we may hear Octavia Hill’s voice—“New circumstances require various efforts and it is the spirit not the dead form that should be perpetuated”. Ruthlessly then, we must cut away all those aspects of our work which are not absolutely essential, concentrating on the main functions of service and leadership, both with individuals and communities, remembering always that these are emergency times and emergency methods are necessary, but holding fast to the determination that when the crisis is passed we will turn with fresh enthusiasm and new skills developed in the stress and strain of these strenuous days to the re-development and re-orientation of those aspects of our work which have been temporarily laid away.

The whole question of record keeping is of growing concern. Should we struggle to keep up on our whole case load the carefully developed and analytical type of history of pre-war days, or do we need to be selective in record writing, retaining a certain percentage for intensive treatment, and developing through a carefully considered method a more abbreviated and convenient type of recording to meet the emergency need? The retaining of a selected

group by each worker for a more complete recording would serve for student purposes and would preserve the record writer's skills.

Undoubtedly case loads are growing, and although the increasing use of volunteers and case aides to supplement the efforts of the qualified staff is of material assistance, it does appear that new and different skills in investigation and diagnosis need to be developed in order to arrive at the treatment period more quickly and enable short-time cases to be more readily disposed of. Let that change come through a carefully considered course of action, based upon a knowledge of the total picture

rather than on a haphazard and unconstructive forcing of the situation by virtue of external pressure.

David Cushman Coyle's injunction given in the heart of the depression emergency is equally apt today,—“The road to destiny is under our feet and ahead we see the first glimpse of the promised land. On our vision and enthusiasm, on our courage and vitality lie the issues of fate. The day has come for us to keep our heads, to think clearly, to put first things first, and boldly to go forward to the high adventure of the new world”. N.L.

. . . INDIVIDUAL jobs for volunteers within the agency have changed greatly since the first threat of war. This change has been in the direction of more opportunity for direct service to clients, not only because volunteers these days are demanding “interesting” work but also because personnel shortages have brought the agencies to the realization that using the case worker’s time for contacts not involving her special skills is a waste of professional material. Agencies are finding volunteers useful for making friendly visits to shut-ins, for accompanying old people to public assistance offices, for helping incompetents secure birth, divorce, or other needed legal records. Volunteers are also being used for making collateral visits to employers, schools and hospitals to obtain records and transcripts. Volunteers with special training or experience are tutoring sick children, teaching English to foreigners unable to attend group classes, helping families with budget problems. In short, the old fear that contact with a non-professional would undermine a client’s chance to benefit from case work seems to have given way to the realization that there are many situations, uncomplicated by emotional maladjustments, in which help can be rendered by a person whose main equipment is a generous supply of native intelligence.

. . . It is generally conceded today that, in no matter what capacity the volunteer is to serve the family agency, he or she should be given a glimpse not only of the agency’s work but also of the wider field of social work through some sort of an orientation course. Such courses vary in localities and agencies. Sometimes a general course is available at the Civilian Defense Volunteer Office. Sometimes a course is given within the agency itself.

—“Volunteering for the Family”, by David W. Haynes, Secretary, Extension Department, Family Welfare Society of Boston, appearing in the December 1942 issue of the *Survey Midmonthly*.

Letters to Canada

THE following excerpts were taken from interesting letters received from two of the Canadian Social Workers with the Canadian Children's Service in Britain:

" . . . I am now working permanently in Exeter so I will be able to see them all occasionally (staff of the Child Guidance Clinic in Bristol). My work is not very well defined and I haven't really got into it enough yet to tell you much about it. Have seen a number of interesting hostels—one of particular interest set up by the County to deal with children who are fairly serious problems and are felt to need a longer period in a hostel before attempts are made to re-billet them. This hostel had a most enthusiastic staff who were all very busy making toys for the children for Christmas. They had discovered that toys were too expensive and of too poor quality to buy, and had all started in to work to make them. They had a lovely doll pattern, whereby the dolls were made out of cloth and stuffed and had china faces set in the heads. These dolls were going to be dressed by the bigger girls for the smaller ones, and they were busy embroidering bright Hungarian peasant costumes. They had started some teddy-bears out of brown velvet. They had a ship practically completed (except for the sticking together and the paint) out of wooden blocks with nails for guns — which, when

finished, was obviously going to be better looking than most ships you could buy at any price.

Today I saw a residential nursery. It was quite a nice one, but I am afraid the whole idea of residential nurseries depresses me. It is a very sad thing, I think, that they have been necessary. The children in hostels generally do not depress me—if the hostel is good—and generally speaking there has been a tremendous improvement in this respect since the beginning of the war—they seem, in many respects, a better solution than billets, particularly now when the best billets are gone and people are somewhat tired of the constant wear and tear of strange children on them. I don't, myself, feel that billets can be compared at all to foster homes, nor can they be selected and helped in their handling of the children as foster homes can. . . . I am going out to see a group evacuated together and settled in a boarding school in one village — with their own teachers, etc. This has apparently been very successful and they have interesting data on the differences in adaptation between a group which arrived before they had been subjected to a blitz and one which arrived after they had undergone such an experience. . . ."

* * *

" . . . There are forty-eight hostels, some specialized for dealing with enuretics, skin diseases, unbilletable children, etc. Then

there are two County residential schools for difficult boys and girls, where they get training and discipline. I expect to do most of my work in connection with these two schools, — admissions, discharges and supervision in new billets. The other forty-eight hostels need to be re-organized a good deal and I am expected to help in that work as well. The work is quite fascinating and there's plenty of scope for some interesting developments. . . ."

" . . . The billets do not have the same permanent features of a foster home, since they are only very indefinite, temporary substitutes

for their own homes. Where they (the children) are accepted well and making a good adjustment they will probably have difficulty in fitting into their own homes again after the war because nothing has been done to build up their relationship with their own families, and some of them are almost forgotten by their own parents. Then there are the neglected and rejected children—many have lost their own parents in air-raids and haven't the security of their own homes before or behind them—as a result, they don't seem ready to respond to substitute parents. . . ."

THE London Daily Mail reports that official evacuation of children from London to "safe areas" has ceased. This decision was reached after careful consideration and analysis both of the need and the results of such a movement of groups of children. It was pointed out in a survey made by the London County Council that great numbers of children have been evacuated and have returned home as many as six or seven times. This leads to insecurity, disruption of home life and of education. The report notes that many parents have been evacuating children merely for their own convenience and it is causing ill-will in the reception areas. It was also pointed out that "although actual evacuation will cease, facilities for registering school children will continue so that arrangement for organized evacuation can be put into operation immediately the need for it arises."

Maud Williams

The sudden death on February 8th of Miss Maud Williams, for many years Supervisor of older girls at the Winnipeg Children's Aid Society, came as a shock to her large circle of friends in Western Canada. Her interest in and friendship with her girls continued long after they passed beyond the Society's care, and her cheerful and wholesome influence will be missed by young and old in Winnipeg.

Active in all community interests, Miss Williams was, at the time of her death, President of the Manitoba Branch of the Canadian Association of Social Workers.

Helen E. Lawrence

The field of child placing in Canada has lost one of its pioneer leaders in the death of Mrs. Helen Lawrence on January 26th. For nearly twenty years she directed the placement work of the Toronto Children's Aid Society and contributed in no small measure to the evolution of boarding home care for dependent and neglected children in other parts of Canada.

One of the earliest graduates of the School of Social Work at Toronto, Mrs. Lawrence's first interest was in the institutional field in Nova Scotia, and later she was indoor relief worker in the Welfare Branch of the Department of Public Health of the City of Toronto. Following the reorganization of the Toronto Children's Aid Society by Mr. Robert E. Mills, she took over general supervisory responsibility, and in 1927 became Supervisor of the Child Placing Department with a staff of five. At the time of the serious accident which preceded her death, she was responsible for a department numbering over twenty-five social workers.

To those who knew Mrs. Lawrence intimately and worked closely with her, two things stand out,—her almost uncanny memory which enabled her to know and talk personally with the great numbers of children and foster mothers who had passed through her hands, and her amazing ability to deal with and win over people who were wrought up and antagonistic. Many an irate parent or disturbed citizen with real or supposed grievances left her office in a pleasant and satisfied frame of mind after listening to her calm and understanding reasoning.

Never too busy to talk to the graduate wards, her office became the focal point for those boys and girls who had passed beyond the care of the Society into employment or the establishment of their own family life. The name of Helen Lawrence will not soon be forgotten by her colleagues, by former students, and by the hundreds of men and women who in their youth were members of the great family of the Children's Aid Society.

William Hodson

The airplane crash in Dutch Guiana late in January which claimed the life of Eric Knight, well-known British author, brought death also to one of the outstanding social workers on this continent—William Hodson, Welfare Commissioner for New York City since January 1934. Well known in Canadian as in American social work circles, Mr. Hodson's distinguished record of service in the welfare field included the Presidency of the National Conference in 1934, the Presidency of the American Association of Social Workers, the Presidency of the American Public Welfare Association, and, in fact, almost every other honour that social workers and social work agencies have to bestow.

Mr. Hodson, at the time of his death, was en route to North Africa to take charge of the initial organization of relief measures there under the direction of former Governor Herbert Lehman of the State of New York, U.S. Director of Foreign Rehabilitation. Mr. Hodson was to have been absent from his New York City post for two months, and on his return had accepted an invitation to be the guest speaker at the Annual Meeting of the Toronto Welfare Council.

Fred Hoehler, well known in Canada and in the United States as Executive Director of the American Public Welfare Association, was to have accompanied Mr. Hodson on his mission to North Africa, but due to change in plans was not on the plane at the time of the fatal crash.

Kingston's Welfare Centre

KINGSTON has given the lead to Canada's smaller cities. Less than a year after the formation of the Kingston Community Chest, many of the city's agencies were under one roof. In the summer of 1942, the former Bell Telephone Building was rented and the Community Centre now houses the Red Cross Society, the Children's Aid Society, Kingston Community Chest, Kingston War Services (the local Citizens' Committee) and provision was made for the new Community Nursing Registry. More recently the top floor has been rented by Kingston War Services as a club canteen for the C.W.A.C. In addition to providing much needed storage space for the Children's Aid Society and the Red Cross, the basement is also the headquarters for the Girl Guides' war service work and a newly formed downtown boys' club. Kingston obviously has good reason to be proud of its achievement.

"7788" is more than a symbol in Kingston, it is the key telephone to centralization and co-ordination of welfare services. For twenty-four

hours every day Kingston's Welfare Centre telephone switchboard answers to this number. For example, telephone calls to the Victorian Order Nurses, who are housed in their own building in another part of town, are routed through "7788".

It was due to the vision, leadership and appreciation of true economy on the part of the officers of the Chest and other local agencies that the dream of a Welfare Centre has now become a fact in real brick and mortar. The Kingston Rotary Club met about half the cost of equipping the building, and local firms and private citizens have contributed the balance. This was a truly co-operative venture, not only of the agencies, but also of the citizens of the Limestone City.

Quite aside from the steps saved to social workers, this new Centre brings everyone so close together that all have a much clearer appreciation of the work of the agencies with which they have been co-operating. Kingston's agencies have brought closer together geographically and in spirit, and are finding new strength in unity. F.W.A.

THE Government of British Columbia has taken a constructive step in passing, effective February 1st, regulations which provide for mothers' pension beneficiaries free medical care from their own doctors. Arrangements with the Provincial authorities regarding this will be made by individual municipalities.

Hamilton Discusses Its Service to Dependents

THE Hamilton Dependents' Advisory Committee of the Dependents' Board of Trustees made history when the Chairman, H. Kenneth Wood, invited the social workers who serve the eleven counties in the Hamilton Region to meet with the committee members at a conference on February 3rd, 1943, at the Connaught Hotel, Hamilton.

Forty-two people registered, including committee members, social workers from the Children's Aid Society, the Samaritan Club, and the Family Service Bureau; Mr. B. W. Heise, Superintendent of Children Aid Societies, Department of Public Welfare; Major W. S. Nurse, Dependents' Allowance Board Representative, M.D. No. 2; Squadron Leader G. W. Dunn, Executive Secretary, Dependents' Board of Trustees; and Miss L. Gordon, Senior Reviewer.

In opening the meeting, Mr. Wood expressed the pleasure of the committee in having this opportunity of meeting so many of the social workers who work in conjunction with the committee, and stated that he believed that a free discussion of mutual problems would benefit social workers and committee members alike, and that as a result the dependents of the Armed Forces would be better served.

LOUISE GORDON

Senior Reviewer, Dependents Board of Trustees, Ottawa.

During the morning session, Miss M. Sylvester, Secretary of the Hamilton Dependents' Advisory Committee, emphasized the importance of recording pertinent information on investigation reports so that cases could be presented to the committee and considered by them without delay. Mr. W. H. Forster, in his remarks from the committee's point of view, presented his idea of the investigator's job, and clearly indicated that he not only understands social work methods and techniques, but practices them in his work with the committee. Mr. Forster also discussed P.C. 18 and stressed the point that if an injustice had been done by the committee in rejecting a case, they would be pleased to receive further information and reconsider a decision on request.

The afternoon session was devoted to questions and answers and a lively discussion took place during which points in connection with Dependents' Board of Trustees policy, various problems regarding investigations and eligibility of dependents were clarified.

Mr. B. W. Heise made a strong appeal for the agencies to accept and creditably discharge their new obligation to dependents and members of the Armed Forces in reference to investigations for com-

passionate leave and discharge, and the special enquiries from the Minister of National Defence. He stressed the fact that priority in such cases is essential and that interim reports may give some form of reassurance to a distraught soldier overseas. This presents an opportunity for the agencies to demonstrate the quality of their services in time of war, and by their performance will the contribution of social work to the war effort be judged.

Squadron Leader Dunn expressed the Board's appreciation of the splendid co-operation and service being rendered by social workers all over Canada in carrying out investigations for the Dependents' Board of Trustees. He also interpreted the Board's policy on a number of points.

In conclusion, the highlights of the conference were brought together in a graphic and entertaining manner by Mr. W. H. Lovering.

Federation for Community Service News Nuggets, 24th Annual Report, 1942

**INCLUSIVE
COMMUNITY
CHEST FOR
TORONTO** Under the leadership of the Board of Trade, discussions are taking place with regard to the wisdom of establishing a Community Chest, which would include not only the three* Toronto Federations but also other welfare organizations which might be willing to be included if eligible under such rules as would be promulgated.

The Directors of the Federation have expressed their approval of the principles now under discussion, and hope that the establishment of such a Community Chest shall include all or the great majority of the welfare organizations in Toronto.

Should efforts towards the organization of a Community Chest

fail, the Directors would accept as an alternative a joint campaign for 1943, as they are unanimously of the opinion that especially in times of war the wastefulness of the present multiplicity of welfare campaigns should be eliminated.

**CANADIAN
EMPLOYEE
CHEST GROWS** Through the energetic activity of a number of members of the Federation's Board of Directors in conjunction with other business and welfare leaders, The Canadian Employee Chest was established in the spring of 1942. The object of this organization was to enlist the active co-operation and support by businesses and workers of the work of the outstanding social agencies such as The Canadian Red Cross Society, The Federation for Community Service, Salvation Army, Y.M.C.A., Federation of Catholic

*Federation for Community Service, Federation of Catholic Charities, United Jewish Welfare Fund.

Charities, United Jewish Welfare Fund, etc., by the adoption of a plan of subscription by each worker, which would eliminate the multiple approaches to the worker and his or her family throughout the year for assistance and aid to the various charitable organizations.

The basic principle of the Canadian Employee Chest membership is that each worker member contributes the equivalent monetary value of fifteen minutes working time each week to be distributed for the benefit of outstanding charities and to be collected through payroll deduction by each employer.

Some 220 of the largest firms in Toronto have instituted this plan,

and in many of them 100% of the workers, from the chief executives down, have become members and are making this regular contribution for the benefit of their less fortunate fellow men.

FEDERATION'S ACCUMULATED DEFICIT AS AT JANUARY 1, 1942, AMOUNTED TO \$49,539. This has been entirely eliminated due to the successful campaign and careful distribution of the Federation funds.

ADMINISTRATIVE AND CAMPAIGN COSTS HAVE AGAIN BEEN REDUCED, THE ADMINISTRATIVE COSTS BEING ONLY 2.7% OF THE CAMPAIGN PROCEEDS IN 1942 COMPARED WITH 2.9% IN THE PREVIOUS YEAR, AND THE CAMPAIGN COSTS BEING 2.3% COMPARED WITH 2.7% IN 1941.

The Council Library

FEELING that there are many books and pamphlets already on the shelves or being added to the Library that would be of interest and help to the more isolated workers in the field, the Council has inaugurated an experimental loan system. It is impossible to publish in *WELFARE* a complete listing of the Library contents, but a start is being made this month in the printing on page 30 of a list of selected material in the case work field. As additions are made some of the new publications will be noted in current issues of *WELFARE*.

We know that many of the smaller agencies have a restricted

BUDGET FOR LITERATURE AND WORKERS HESITATE TO SPEND THREE OR FOUR DOLLARS ON A BOOK UNTIL THEY HAVE READ IT AND ARE SURE IT WILL BE SUITABLE FOR THEIR NEEDS. THE CHANCE TO BORROW SUCH BOOKS FOR A LIMITED PERIOD FROM THE COUNCIL LIBRARY WILL AFFORD AN OPPORTUNITY TO READ AND EVALUATE THE MATERIAL AND DECIDE IF IT SHOULD BE ADDED TO LOCAL AGENCY SHELVES.

BOOKS MAY BE RETAINED FOR THIRTY DAYS AND PAMPHLETS FOR TWO WEEKS. REQUISITION FORMS TO BE SIGNED BY THE BORROWER WILL BE FURNISHED ON REQUEST, AND MUST BE FILLED IN WHEN A BOOK IS TAKEN OUT, AND AGENCIES MAKING USE OF THIS SERVICE, AND BORROWING BOOKS OR

pamphlets, will be required to pay the mailing costs both ways.

Noted in the Library

BOOKS

- Your Community—Colcord
Rural Community and Social Case Work—Josephine Brown
Rural Community Organization—Sanderson and Polson
The Care of the Aged—Rubinow
From Relief to Social Security—Abbott
Social Case Work—Common and Klein
The Changing Psychology of Social Case Work—Robinson
Supervision in Social Case Work—Robinson
Social Case Work in Practice—Hollis
Social Agency Boards and How to Make Them Effective—Clarence King
Child Placing in Families—Slingerland
The Problem Child at Home—Sayles
The Problem Child in School—Sayles
Substitute Parents—Sayles
Social Case Records from Psychiatric Clinics—Towle
Social Case Work in Theory and Practice—Hamilton
Readings in Social Case Work—Lowry
Introduction to Social Work—Strode
Learning and Teaching in the Practice of Social Work—Reynolds

PAMPHLETS

- Interviewing—Its Principles and Method—Garrett
The Differential Approach in Case Work Treatment—F.W.A.A.
Case Work Treatment of a Child—Garrett
Supervision of Placed Out Children—Hewins
Recording Child Welfare Services—U.S. Children's Bureau
Legal Aspects of Adoption—Child Welfare League of America
Protection of Children in Adoption—Child Welfare League of America
Adoption in Practice—Child Welfare League of America
Problems and Procedures of Adoption—U.S. Children's Bureau
Development of Staff Through Supervision—F.W.A.A.
Evaluations of Staff Members in Private Agencies—F.W.A.A.
Skills of the Beginning Case Worker—Hollis and Clow
Group Work and Case Work—Their Relationship and Practice—Wilson
Meaning and Use of Relief in Case Work Treatment—F.W.A.A.
Organizing Family Social Work in Smaller Cities—McLean
Social Case Work with Children—Taft

David C. Adie

As we go to press word comes of the sudden death, following an operation, of David C. Adie, Commissioner of Welfare for New York State. Long a leader in private and public welfare, his dynamic and colourful personality made a vivid impression on all with whom he came in contact. Coming to western Canada as a young man he saw greater opportunities to the south and eventually found his place in social work in Buffalo, and from there he went forward from one responsibility to another. His forceful delivery and his Scottish accent, which remained with him through years of residence in New York State, will be missed at American and Canadian Conferences. Social work on this continent was enriched by his vitality, his warmth and his philosophy in which sound common sense and Celtic vision were so strangely intermingled.

Social Medicine

THE announcement that the Nuffield Provincial Hospitals Trust is prepared to endow for ten years the creation of a professorship of social medicine in the University of Oxford has created various favourable comments in the general Press. It is one of the signs of the times, which all indicate that the social aspect of medicine is coming inevitably to the fore as the public realization and appreciation of its importance increases.

The war has expedited the change in public opinion indicated by the proposal, but the course of things has been long proceeding. The Elizabethan conformation of the Poor Law meant that no one need starve or lack medical aid in England. It took long centuries to realize the extent of the obligation this imposed, and only recently has its full value been appreciated, behind which is the philosophy of social consciousness which has become more and more sensitive as the decades have succeeded one another. Gradually, voluntary and official hospital provision has grown, including that of special hospitals for particular complaints, and the habit has been created—indeed it is a necessity—of hospital treatment of major diseases. Not only this, the growth of “specialism” and consequent extension of medical work implied has necessitated special provision, and few people can now deny that

they are better treated in these hospitals than in private practice.

The trend is always increasing, and this must of necessity go on, because the standard of effort advancing medical science is always improving. It is to meet this increasing standard of medical attendance that the Nuffield professorship in social medicine now created is especially directed; it will also have an indirect value in preventing disease, or what in many instances is tantamount to that, in treating it before it reaches an incurable stage. There is by no means enough liaison between the general medical practice of today and preventive medicine. Such universal problems as motherhood, childhood and youth, tuberculosis, cancer, venereal diseases should not be left to medical individuals or group of individuals. Much has been and is being done by various groups (often in collaboration with the Ministry of Health); but it is not enough, because only a minor percentage of the population is reached by such methods. Whether the State should take over responsibility is a moot point; for the grave risk of compulsion is here implied. Compulsory inoculation or treatment for various types of disease might, on casual consideration, seem the easiest way out; but various inquiries concerning its effects in countries where it exists show that disturbing consequences often arise. In a democracy such as

ours, enlightenment and education, especially in healthy living and in medicine as a social science, are clearly the best solutions to a problem of ever-increasing complexity.

This process, which has been increasing in emphasis decade by decade, has been expedited by the War, and many medical practitioners now in military service are unwilling to go back to the hampered conditions of ordinary single-man medical work. Medicine is clearly developing as a social science and team work is increasing, thus casting off its fetters as a closed profession. As Sir Arthur Newsholme has pointed out,* "in future practice, blundering experiment and erroneous procedure can best be avoided when one knows what others have done and what has been the outcome of their practice."

The procedure of medical insurance is evidence of this process. Already a third of the working-classes, including many black-coated workers, are within the national scheme; and there is concurrence of evidence from the British Medical Association, representing the great mass of the practitioners in Great Britain, of testimony to the fact that this process should be extended to the dependents of insured persons. This would mean that four-fifths of the population of the country would be removed from the evils of cash nexus which at present fetters medical work. It is not difficult to see the future

course of events. Ere long, under the pressure of the medical profession, all workers will have to be provided for by a national system of medical service. Whether the expenditure incurred will come solely out of rates and taxes, or whether a system of payment by weekly stamps in which all have partnership—employers as well as employed—and in which the State sees that equitable provision is made, is still disputable; but there can be no doubt as to the trend of events in this connexion. Everyone is interested in the maintenance of health; family health and industrial health are merely aspects of the same problem, and everyone is concerned at the present lack of continuity in such medical assistance as is forthcoming. The financial aspects alone of this discontinuity are serious. While not advocating any undue increase in consultant, pathological and X-ray aids to medical practice, their lack is often felt deeply by the general practitioner to the detriment of the patient. In particular, the fastidious general practitioner often leaves off attending his patient when in more favourable circumstances he would like to continue to watch him. This consequence of discontinuous medical care is to the detriment of both medical man and patient.

For this state of things the growth of medical science is largely responsible. It is no one's fault, but the present condition of things is becoming intolerable, and there

Continued on page 34

**Medicine and the State*, by Sir Arthur Newsholme. (London: George Allen and Unwin, Ltd., 1932). 7s. 6d. net.

Community Chests Topics

SEVEN March and early April campaigns are scheduled by Canadian Chests. Two will be in the West—Brandon and Calgary; four in Ontario — Galt, Kitchener, Oshawa and Peterborough, and one in Montreal, P.Q.—the Federation of French Catholic Charities whose objective, \$517,000, is the largest of the seven. The Montreal campaign will begin March 29th and run through April 7th.

Objectives and campaign dates in the other cities are not in hand as we go to press but indications are that all six will be combined with the Red Cross national appeal.

* * *

The Community Chest Division of the Canadian Welfare Council will meet in Toronto at the Royal York Hotel, Monday, March 15th,

for a one-day conference. Fall campaign dates, national publicity, and interpretation will be the subjects under discussion by the Chest group.

* * *

Chest campaigns in Canada during 1942 (not including joint campaigns in cities where no Chests exist) raised \$5,422,010, with two cities — Sarnia and Kitchener-Waterloo — still to be heard from. The totals for these two cities would undoubtedly raise the final figure for all Chests to well over \$5½ million. While eight campaigns failed to make their objectives, nineteen reached their goals and some were oversubscribed. The recapitulation for twenty-seven campaigns and comparison with the previous year and with the United States are as follows:

	Objective	Total Amount	% of Objective
Totals—18 Community Chest campaigns for <i>Home Services</i> only	\$4,236,416	\$4,290,806	101.3%*
Totals—9 Community Chest campaigns which combined War Services with Home Services	1,054,300	1,131,204	107.3%
TOTALS FOR 1942	\$5,290,716	\$5,422,010	102.5%†
Totals for 1941	4,570,880	4,827,331	105.6%
Increases 1942 over 1941	\$ 719,836	\$ 594,679	
Percentage increase in total amount raised 1942 over 1941			11.2%‡

*This figure compares with 101.4% for Community Chests in the United States where no war relief funds were included in the campaign.

†United States figure—108%.

‡United States figure—67.3%.

The success factors in the fall Chest campaigns in the United States have been reduced to three: Popularity of the war relief appeals which helped to raise the level of giving; increased corporation con-

tributions; and Labour's participation on an extended scale. No such clear pattern emerges with respect to the reasons for chest successes in Canada,—although undoubtedly in some cases increased corpora-

tion giving was a factor; in others the creation of employee chests and the enlargement of the base of employee contribution was significant. The above figures show that Chest campaigns in the United States which did not include war relief funds exceeded their goals by 1.4% which compares with 1.3% in Canada. Total collected during 1942 in Canada exceeded objective by 2.5% as compared with 8% in the United States. American generosity soared to unprecedented heights on the crest of the first war year's enthusiasm, as shown by their percentage increase in the 1942 campaigns over those of 1941. The increase was 67.3% compared with 11.2% increase in Canada, after three years of war.

* * *

An analysis made recently by the Chest Division of the Canadian Welfare Council, using the latest

population figures released by the Dominion Bureau of Statistics, shows that there are 125 communities over 5,000 population in Canada where at least one recognized social agency is organized.

In 24 cities there are thirty Community Chests. Fifteen communities have joint appeals of two or more agencies, but these campaigns do not have any regular budgeting procedure. Fifteen additional communities have no Chests and no joint appeals but have four or more social agencies, all raising money separately.

Then there are 71 communities which have fewer than four agencies operating and have no co-ordinated money-raising method of any kind. Fourteen of these communities are, however, included in the service areas of nearby Community Chests.

SOCIAL MEDICINE . . . Continued from page 32

is an increasing call for the availability of expert medical help to the full extent needed.

It has been increasingly clear that there is need for a closer unification of local and national medical services, and few will doubt that such unification should not be left to medical men, but should be organized by the public

authorities in consultation with the former. This will be one of the urgent immediate problems in medicine viewed as a social science.

The Nuffield Trust endowment for this and other purposes will facilitate matters. One may rightly wish God-speed to its efforts, and special success to the new professor of social medicine.

Let us be such as help the life of the future—Zoroaster.

About People

J. Howard Falk, well known in Canadian Community Chest and Council circles, on February 1st became Executive Director of the Community Chest of Yonkers, N.Y. Since 1938 Mr. Falk has directed the Chest and Council in Elizabeth, New Jersey.

* * *

Miss Martha Moscrop is now General Supervisor of the Welfare Department of the British Columbia Security Commission. She joined the staff of the British Columbia Security Commission as Field Supervisor, and previously was on the staff of the Vancouver Family Welfare Bureau.

* * *

The R.C.A.F. (W.D.) has added to its staff of social work personnel Miss Jean Christie, formerly on the staff of the Family Bureau of Winnipeg. Miss Christie has completed her basic training and is now in O.T.C. She will be posted to the Auxiliary Services in No. 2 Command at Winnipeg.

* * *

Mr. Norman Edell, formerly on the staff of the Jewish Family Welfare Bureau of Toronto, is succeeding Miss Florence Hutner as Executive Secretary of the Jewish Social Services of Hamilton. Mr. Edell is a graduate of the School of Social Work, University of Toronto, and has had group work as well as case work experience.

Dr. Dorothy Macnaughton, wife of the late Dr. B. F. Macnaughton of Montreal, has been appointed Assistant Psychiatrist to the Mental Hygiene Institute in Montreal. She is a graduate in Medicine of the University of Edinburgh, and for a period of several years was actively engaged in the practice of medicine and pediatrics in Great Britain. During 1941 and 1942 she was Assistant Physician in the Verdun Mental Hospital in Montreal.

* * *

Dr. Katharine Banham Bridges, who has recently returned to Canada from England, where she was in charge of the Leicester School Psychological Service, has been appointed Psychologist to the Mental Hygiene Institute in Montreal. She is a graduate in Psychology from the University of Manchester, obtained an M.A. Degree at the University of Toronto and Doctor of Philosophy from the University of Montreal. Dr. Bridges was for a period of seven years Psychologist to the National Committee for Mental Hygiene in Canada and carried out research studies at the McGill University Nursery School.

* * *

Miss Amy Leigh, formerly General Supervisor of the Welfare Department of the British Columbia Security Commission, has accepted a position in the Provincial Secretary's Department of the Province of British Columbia, and is at present stationed in Victoria.

The West End Branch of the Ottawa Y.W.C.A. has contributed its Secretary to the ever expanding group of workers from voluntary agencies now in Government service. Miss Agnes Roy has been appointed as Assistant to Mrs. Harvey Agnew, Supervisor of Housing Registries under the War-time Prices and Trade Board. Her successor at the West End Branch is Miss Eva Latham, who was formerly active in group and girls' work in Toronto.

* * *

The marriage of Miss Evelyn A. Thompson took place in Toronto on February 1st to Lieutenant Leney Herbert Gage of the Royal Regiment of Canada. Miss Thompson had worked for a number of years in the Unemployment Relief Branch of the Department of the Provincial Secretary of British Columbia, and at the time of her resignation was Supervisor of the Social Assistance Branch.

* * *

The group work field has noted with considerable interest the appointment of Dr. George S. Patter-

son, formerly Metropolitan Secretary of the Toronto Y.M.C.A., as Counsellor to the Canadian Legation at Chungking, China. Dr. Patterson had previous experience in the Orient and is personally well equipped to function in this difficult position. His friends in Canada wish him all success in this new field.

The position in the Toronto Y.M.C.A. vacated by Dr. Patterson is being filled by Mr. Taylor Statton, who is an expert in the field of boys' work and relationships with young men.

* * *

Miss Mary Nixon has joined the growing social work staff of the Dependents' Board of Trustees, having been formerly employed in the child placing department of the Hamilton Children's Aid Society.

* * *

Miss Jean Pronger, formerly on the staff of the Windsor Children's Aid Society, has gone to London to fill one of the vacancies in the London and Middlesex Children's Aid Society.

... **T**HE human qualities and relationships (of foster parents) are fully as important as the physical standards of the home. If the agency holds that the purpose of placement is to give each child as happy an experience as possible, and to safeguard his sense of belonging to his own family, these qualities and relationships are paramount. While the foster parents must have affection to give the child, they also must leave him free to love his own family. Those best able to do this are persons who have a satisfying life without this child. Therefore, the agency looks first for a good marital relationship, for love that will give the child reassurance and yet leave him free. It looks for imagination, tolerance, firmness, and ingenuity in handling children. It also looks for ability on the part of the foster family to work with the agency.

—“Foster Family Day Care”, by Katharine DeW. Phelps, Executive Secretary, Montclair (N.J.) Day Nursery, *Survey Midmonthly*, December 1942.

Social Work As A Profession

FOR OVER a decade now Miss Brown has studied the young and struggling profession of social work and from time to time has set before us a comprehensive view of its emerging status. In this new and enlarged edition of *Social Work As a Profession* she brings her findings up to date and thus performs a particularly useful service in a period when, as she points out, "whatever lies ahead, it is certain that the new profession has been given, of late, the greatest opportunity that has ever come to it to aid in the directing of economic and social change for the benefit of society".

A discussion of the growth of organized social work as stemming from the humanitarian movement, its changing concepts in recent years, the evolution of training and the rapid development of the professional schools, their curricula and their problems, forms a background against which present practice is described and current trends are considered.

With understanding of the many difficulties under which, during their brief history, the Schools of Social Work on this continent have laboured and are labouring, Miss Brown raises pertinent issues of which the Schools themselves are well aware and with which they are greatly concerned. These include problems of recruitment, of relationships within the university, of pre-professional preparation and

ESTHER LUCILE BROWN

of the need to offer broader curricula to meet the requirements of training for the developing and expanding public welfare services, particularly in the areas of administration and planning. It is indicated, too, that in future the concentrated effort of the American Association of Schools of Social Work to raise the standards of its forty-two member schools in the United States and Canada should go hand in hand with the acceptance of responsibility for the planning of training facilities in those areas where opportunities for professional development are scanty or altogether lacking.

The influence of the American Association of Social Workers, with its membership of over 11,000, on the raising of professional standards, is also examined. With objectives similar to those of the much smaller Canadian professional association, it meets the same type of problems. Interested in employment practices and personnel standards in social agencies, public and private, the Association is also committed to definite efforts towards the provision of greater social security measures and of sound social legislation. The growth of Trade Union activity within the ranks of social workers is seen as an outcome of the increased interest in the labour movement on the part of profes-

sional and other "white collar" workers in various occupational fields as a result of the depression.

Information is tabulated concerning statistics of enrolment and graduates of the schools, numbers and distribution of social workers and salary scales in relation to professional preparation and experience. Inability to distinguish effectively between need and demand complicates estimation of personnel requirements, and this difficulty is of course accentuated by the war situation. Serious "shortages" in trained workers are related to the unprecedented development of social welfare, particularly in public agencies, during the last decade. The part played by low salaries in discouraging able people from entering the field is emphasized.

While social workers have been concerned with and have contributed towards the creation of an informed public opinion on welfare matters and to the expansion of the public welfare services, Miss Brown declares that they "have failed as yet to produce the leadership thought possible by many interested persons, even outside the profession". In support of this view she quotes Albert Deutsch, welfare editor of the newspaper *P.M.*, to the effect that in this area, social work has "been feeble and most disappointing. Where it should lead forcefully, it follows hesitantly". Most social workers will accept this criticism. As perhaps was inevitable, until now they have been greatly engrossed with the

development of the content and practice of their new profession, and the last two decades have meant experimentation under extremely difficult conditions. The challenge, however, cannot be evaded since the responsibility for authoritative statement concerning social problems and their adverse effect upon human personality is more clearly that of social work than of any other profession.

The facts presented in this book should be part of the information of all professional social workers and should interest lay people, particularly those connected with welfare organizations. Miss Brown's unbiased presentation should stimulate, not discourage. Perhaps, in professional effort, as has been said of the institution of marriage, the first quarter-century is the most difficult! Canadian social workers of experience, however, have been privileged to share in much solid achievement in social welfare, and they hold their early struggles for standards to have been well worth while. With full recognition of all that remains to be done, it would appear that the future of professional social work is safe in the hands of the growing band of increasingly well equipped and thoughtful young people who seek full professional status as the best method of ensuring skilled assistance to those whom they are pledged to serve.

D.K.

Social Work as a Profession, fourth edition, by Esther Brown, published by the Russell Sage Foundation, 180 East 22nd Streets, New York City, price \$1.00.

Relief Practice In A Family Agency

WHATEVER may be finally decided upon as the blueprint of Canada's social security plan one thing is certain, that to bridge the period that must necessarily elapse before payments can be made from any contributory scheme, and to meet the needs of those persons who because of some technicality are ineligible for benefits, various forms of direct relief will be necessary.

Written primarily for case workers practicing under either public or private agencies who deal with economic problems, this book is singularly free from the "technical jargon" that intimidates the lay person who seeks to learn what the professional social worker is thinking and doing. The case stories used to illustrate the text are not only illuminating but concise and interesting. For these reasons this book is particularly recommended for reading by those socially minded citizens who serve on Boards, Budget Committees or Government Commissions who are interested in "extending the means of purchasing and providing the essentials of living" which Miss Cora Kasius defines in her short but comprehensive "Review of Relief Practices", as the recognized basic purpose of relief at any time.

Professional case workers, administrators of Government or

CORA KASIUS,
Editor

public funds, students and teachers of social workers will place "Relief Practice" on their list of required reading.

To those who believe that an increase in the basic income of our population will solve all our social problems, this book should come as a wholesome corrective. They will be surprised to learn that "the decision whether or not, and on what grounds to give relief is still one of the most difficult of all case work decisions, calling for a high degree of knowledge and skill. Whatever the form of assistance, it is necessary to understand the client 'as a person', to understand cost and standards of living, capacity to handle money and the way income problems affect family relationships. It is not too much to say that to help effectively with financial problems requires understanding not only of human behaviour but of cultural and social forces."

The study dealing with the "place of relief in the treatment of dependency" shows what case work skills can do in meeting situations of "emotional dependency". While those dealing with relief to families of employed wage earners and those with indebtedness problems, are of particular interest at the present time in Canada where the Federal authori-

ties are using the private agencies to deal with the many problems of soldiers' dependents, and where the regulations of public departments are not as flexible as they are in the State of New York, so that these problems are challenging the skills of private agency workers as never before.

The district staffs of the New York Community Service Society who undertook these studies are to be congratulated for a well done and concise review of relief practices by which we may measure the progress the profession has made since its early days. One is forced to the conclusions that any

social security program to be successful must provide access to these case work skills, and that "sound social planning implies the responsibility of both public and private social agencies to recognize existing gaps in resources, and to utilize their combined strength to work for appropriate extensions of services and financial support."

This can best be secured through the influence of enlightened citizens—they are urged to read this book.—G. B. Clarke, General Secretary, Family Welfare Association of Montreal.

Relief Practice in a Family Agency, Cora Kasius, Editor, 121 pp. 1942, Family Welfare Association of America, Price \$1.00.

World Reconstruction

GLOBAL planning and action will be required when peace comes. The narrow nationalisms of the past and present will not be good enough for the post-war world, according to the author.

Mr. Price was trained for law, spent twenty-eight years as a missionary in the Orient and returned to Canada in 1940. Living so long among those of a different culture has helped him to think of the

REV. PERCY PRICE, M.A.

world and its peoples as one. In this booklet Mr. Price deals with basic issues such as the development of a system of world law, justice, a police force, the World State, and patriotism "which will reach to the ends of the earth". He acknowledges his indebtedness to Streit's *Union Now*. E.G.

Published by The Thorn Press, Toronto. Obtainable from the Reverend Percy Price, 51 Bond Street, Toronto, Canada. Price 25c.

THE Montreal School of Social work announces an Institute in social welfare administration to be held in Montreal from March 22 to April 2. Miss Marietta Stevenson, Ph.D., Assistant Director of the American Public Welfare Association, will be the lecturer, and group discussions and consultation periods will be arranged. The fee is ten dollars.





The Canadian Welfare Council

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